

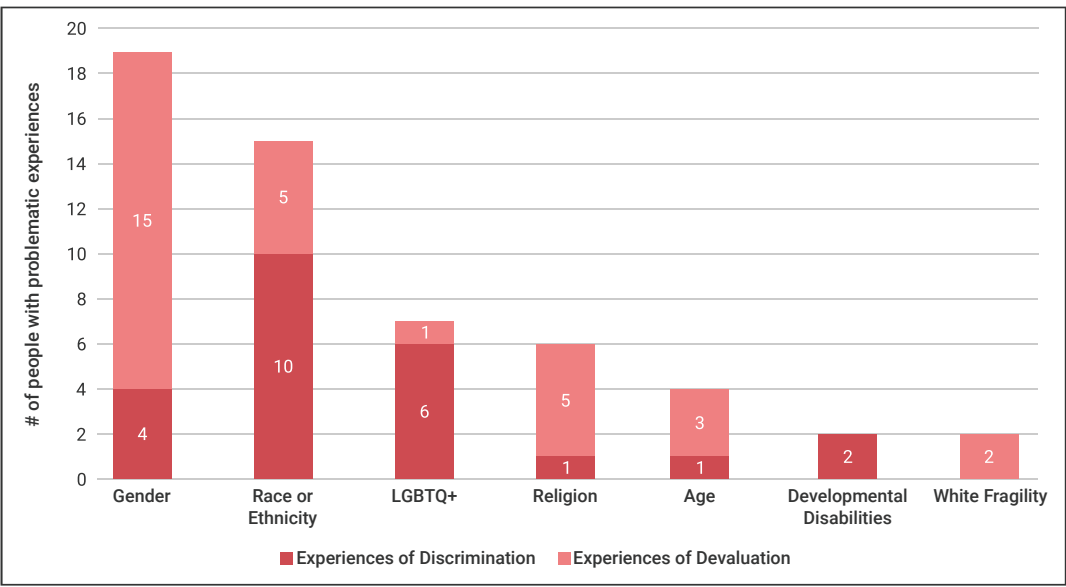
Reducing Health Disparities for the LGBTQ+ Community



Illustration by Storyset

Health Disparities: avoidable and unfair differences in mental health and substance use treatment results experienced by social groups with fewer resources.

Discrimination and Devaluation in the Work Place

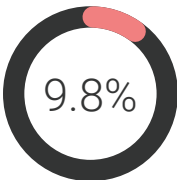


About 11% of people who responded from the four target groups reported having experiences related to discrimination or being undervalued at work.

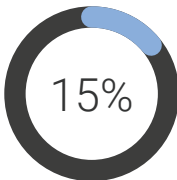
Also, racist, transphobic, homophobic, and other disparaging comments were made by a small percentage (1.3%) of people who responded to the survey when asked about this issue.

Percent of LGBTQ+ Employees in Administrative Roles

Staff who identified as LGBTQ+ were **less likely** to have jobs as administrators than staff who did not.



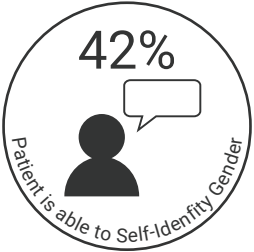
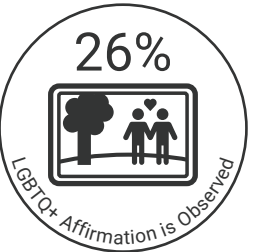
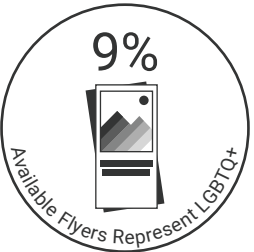
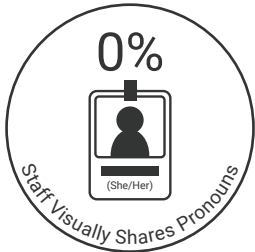
LGBTQ+ Employees



Non-LGBTQ+ Employees

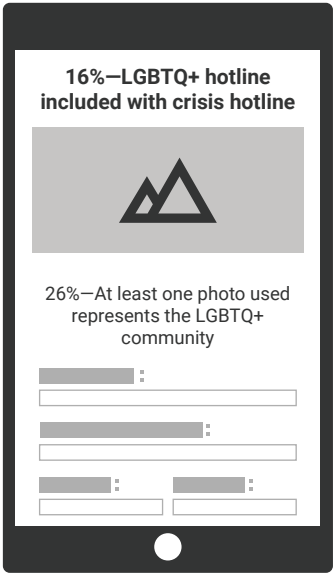
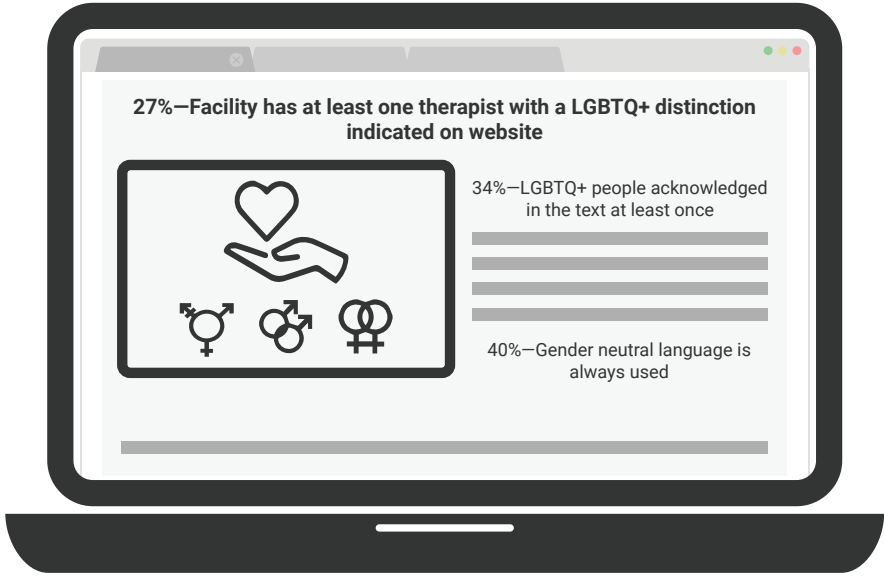
Welcoming, Accessible, and Inclusive Facilities

Items identified by the LGBTQ+ workgroup as welcoming, easy to access, and important to their community were found in facility walk-throughs about 28% of the time.



Websites Welcoming to LGBTQ+ Folks

The LGBTQ+ workgroup and community members reviewed public-facing materials from each agency and found items important to their community about 28% of the time.



Recommendations

Create inclusive intake forms that ask about names, pronouns, and whether the client would like to discuss their identity during the session.	Increase and support research by, and for, the LGBTQ+ community. This research should add to the development of assessments and evidence-based practices.	Make new connections with LGBTQ+ people and their grassroots organizations. Grassroots organizations are groups started by community members.	Address training shortfalls by providing better trainings held with the LGBTQ+ community or organizations. These trainings should have content that focuses on what is important to LGBTQ+ people.	Reduce contact between clients and law enforcement.
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For more information email: monicascott@utah.gov

View the full needs assessment for additional information: <https://bit.ly/3D061Yy>
Find the Health Disparities Overview at: <https://bit.ly/3FRoLYi>